



MODERN SLAVERY STATEMENT 2024

AUSTIN ENGINEERING LIMITED - ACN: 078 480 136

This statement is made pursuant to section 13 of the *Modern Slavery Act 2018 (Cth)* in relation to the operations and supply chains of the subsidiaries of Austin Engineering Limited (the “Austin Group”) for the period 1 July 2023 to 30 June 2024.

A Message from Our CEO & Managing Director

I am pleased to present the 2024 Modern Slavery Statement for the Austin Group. Austin acknowledges that modern slavery is an abuse of human rights and a significant issue within global operations and supply chains.

Austin will remain committed to addressing modern slavery through responsible sourcing practices and aligned to our Austin Core Values. It is an integral part of our approach to sustainability.

During FY24, we continued to identify and address modern slavery risks in our operations and supply chain through our responsible sourcing practices and focussed on identifying areas for improvement and opportunities for strengthening of existing mitigation strategies.

Whilst, progress has been made, I recognise that we need to keep improving. We need to reflect the continuous improvement spirit of the *Modern Slavery Act 2018* and remain vigilant about preventing potential negative impacts of our business on people working in our operations and supply chain.

We know that every business has a part to play, and we are committed to making real change on these issues and look forward to addressing the challenges ahead.

A handwritten signature in black ink, appearing to read 'D. Singleton', with a long horizontal flourish extending to the right.

DAVID SINGLETON

CEO and Managing Director

27 November 2024

Introduction

Austin is a market leader in the design and manufacture of loading and hauling solutions, including off-highway dump truck bodies, buckets, water tanks and related attachments, supporting both open-cut and underground operations. Complementing its proprietary product range are repair and maintenance services performed in our workshops and on customers' mine sites.

The company is headquartered in Perth, Western Australia and has operations across Australia as well as in Indonesia, the USA and Chile but also serving customers across the world.

The Austin Group vision is to be the market leader in safe, sustainable, and innovative equipment solutions for our global customer base.

To support this vision Austin's Core Values; Safety, Integrity, Quality, Innovation, Accountability and Teamwork guide the way we achieve our goals, drive continuous growth and support our global customers.

For Austin, the safety and wellbeing of our people, customers and communities has always been a priority. The existence of modern slavery practices globally is a grave concern and Austin is committed to doing what it can to eradicate such practices where they may exist in our operations and supply chain by improving company practices and procedures and adapting our processes where required.

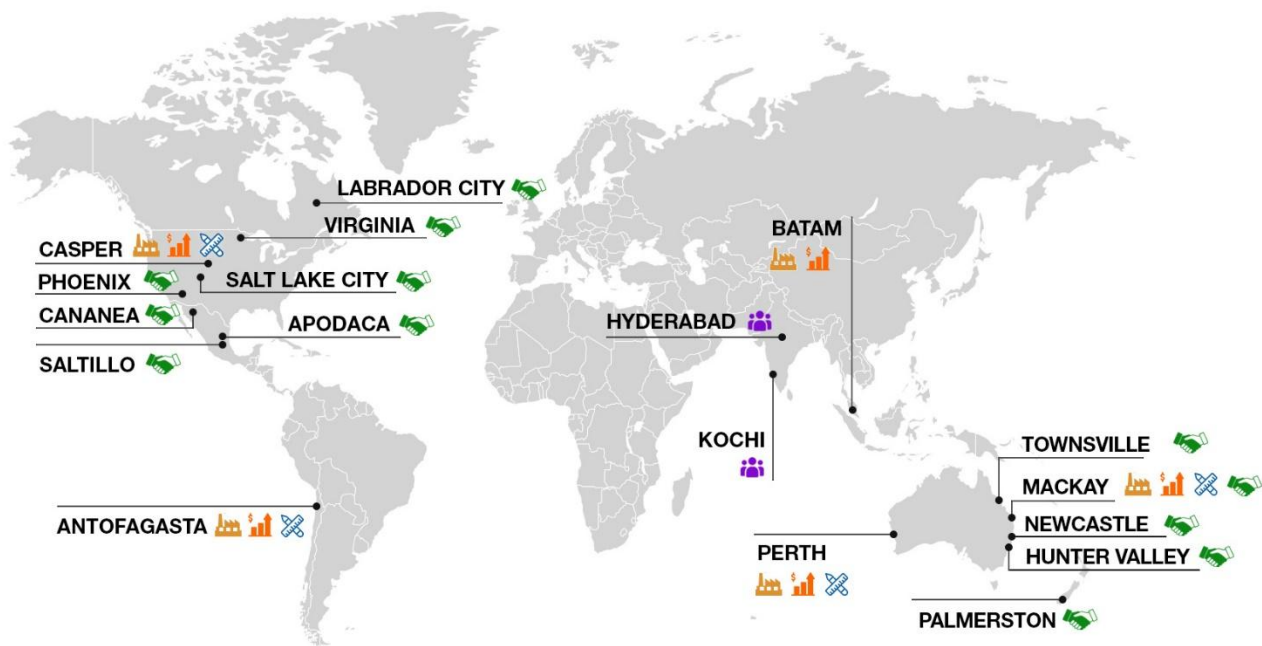
The Austin Group Structure

Strategically located across four continents, Austin has the largest global footprint of manufacturing facilities of any dedicated customised off-highway truck body and bucket provider.

The Austin Group is an ASX listed entity which has various subsidiary companies, all of which are wholly owned and controlled by Austin Engineering Limited. These subsidiaries operate independently within a group mandated structure and framework and form a part of this statement. In preparing this statement we consulted with the relevant subsidiaries we own or control.

Our Operations

Austin is committed to upholding the UN Guiding Principles on Business and Human Rights throughout its operations and supply chains. Austin has over 1,200 employees with globally dispersed subsidiary operations as depicted below.



AUSTIN OPERATIONS CENTRE	AUSTIN DESIGN CENTRE	SALES, SUPPLY CHAIN & SUPPORT CENTRE
AUSTIN SALES CENTRE	PARTNER OPERATIONS CENTRE	

Austin has in place robust policies and practices which reflect its commitment to act ethically and with integrity and transparency regarding its employment practices and compliance with local applicable employment laws. These policies include the Global Inclusion and Diversity Policy, , the Respect at Work Policy, the Supplier Code of Conduct and the Austin Code of Conduct which have been developed to promote a safe and positive work environment.

Austin has a Whistle-blower Policy, which encourages the company’s employees, contractors and other external parties (including suppliers) to report any concerns they have with regards to breaches of policies and/or the law in regard to modern slavery practices or otherwise. To date, no reports have been received in relation to modern slavery.

Our Global Supply Chain

At Austin we are committed to minimising the risk of modern slavery practices in our supply chain.

The following categories of goods and services have been identified as being regularly procured by Austin:

- Steel and related steel product consumables
- Labour – whether direct employees or via labour hire service providers
- Equipment maintenance services
- IT products and services
- Business services and supplies including legal, marketing and financial services
- Freight and logistics
- Utilities – Energy and water

Austin has over 6,000 uniquely identifiable suppliers globally. With the exception of steel, approximately 93% of Austin's products are sourced from domestically- based suppliers. Steel, being a highly specialised product, is procured from suppliers in the United States of America, Europe and China.

We have identified the biggest risks of modern slavery practices to exist with respect to overseas manufacturers of steel, particularly manufacturers that operate and/or produce goods in sovereign states that do not have globally accepted standards of labour or the appropriate regulatory mechanisms in place to police breaches of those standards.

With respect to the services acquired by Austin, these are obtained domestically, with suppliers bound by domestic employment and other laws.

To mitigate the risk of modern slavery practices more generally, Austin requires its suppliers to provide contractual warranties assuring Austin that the supplier does not engage in modern slavery practices, and that the supplier is not aware of such practices existing in its supply chain. In addition, all of Austin's suppliers are bound by the Austin Supplier Code of Conduct and the Austin Code of Conduct, which expressly requires suppliers to comply with international and domestic regulations relating to modern slavery.

Austin follows a supplier risk assessment process whereby suppliers are assessed against criteria to identify businesses that have a high risk of engaging in modern slavery practices either directly or indirectly through its supply chain.

Key factors to be considered when assessing suppliers under the policy include geographical location of the supplier's production facilities, the supplier's standing and reputation, where materials are sourced from, policies and procedures the supplier already has in place and any known history of modern slavery or related practices.

Where a supplier that is classified as 'high risk' fails to implement processes to mitigate the risk of modern slavery practices, Austin may cease dealings with the supplier if remediation actions, such as implementing appropriate policies and procedures, are not undertaken.

Effectiveness of Our Processes

The processes referred to above are subject to an annual review to assess their effectiveness and make any necessary improvements. An outcome of this review process saw the development and implementation of a Supplier Code of Conduct in 2024. This Policy describes our expectations of third parties and how we will work with them. The assessment process, that forms part of our Enterprise Risk Management Framework, will continue in the next reporting period and will include the development of a modern slavery framework to be implemented across all Austin businesses globally to assess modern slavery risk and human rights risks.

Board Approval

This statement has been approved by the Board of Directors of Austin Engineering Limited on 27 November 2024.

A handwritten signature in black ink, reading "J. A. Walker". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

JAMES WALKER

Chair of the Board

27 November 2024